
ELIZABETH C. WESMAN, Ph.D.

P.O. Box 1400
Hendersonville, NC 28793

E-mail: ecwesman@aol.com

Phone: 828-698-9353
Fax: 828-698-9358

EDUCATION

A.B., Smith College (Economics); M.A., Northwestern University (Economics);
Ph.D., New York State School of Industrial and Labor Relations – Cornell
University (Industrial Relations)

LABOR ARBITRATION PANELS

American Arbitration Association
Federal Mediation and Conciliation Services
National Mediation Board
Niagara Mohawk/IBEW Expedited Arbitration Panel

PROFESSIONAL ASSOCIATIONS

National Academy of Arbitrators
Labor and Employment Relations Association
International Association for Conflict Management

ARBITRATION EXPERIENCE

Public Sector: Community Colleges; Counties; Correctional Facilities;
Hospitals; Municipalities; Police and Fire Departments; Public Housing
Authorities; Rehabilitation Centers.

Private Sector: Various Manufacturing including Aeronautical Equipment,
Automotive Parts, Cardboard, Control Valves, Furniture, Electronics, Machine
Tools, Newspapers, Paper Products, Retail Sales; also Private Hospitals, Private
Universities, Railroads, Transportation, and Utilities.

ISSUES DECIDED

Arbitrability; Benefits; Compensation; Contract Merger; Discharge; Discipline;
Discrimination; Dress Codes; Fitness and Ability; Jurisdictional Disputes; Layoff
and Recall; Management's Rights; Off-Duty Conduct; Overtime; Pension
Benefits; Safety; Scope/Jurisdiction; Seniority/Bidding; Sexual Harassment;
Subcontracting; Substance Abuse; Theft; Union Shop; Vacation Accruals; Work
Scheduling.

EMPLOYMENT EXPERIENCE

Labor Arbitration/Mediation – Since 1981

Syracuse University School of Management – Associate Professor, Strategy
and Human Resources/Industrial Relations, 1981-2000; Emeritus, 2000.

**New York State School of Industrial and Labor Relations: Cornell
University** – Adjunct Professor, Rochester, NY, Extension Division, 1990 to
2000. Lecturer, Department of Human Resource Studies, NYSSILR, 1980-1981.

Le Moyne College – Instructor, Department of Economics, 1970 to 1975.